



ORGANIZATION OF AMERICAN STATES
Inter-American Council for Integral Development
(CIDI)



**XVI INTER-AMERICAN CONFERENCE
OF MINISTERS OF LABOR (IACML)**

October 6-8, 2009
Buenos Aires, Argentina

OEA/Ser.K/XII.16.1
CIDI/TRABAJO/doc.5/09 rev. 1 corr. 1
14 October 2009
Original: Spanish

**PLAN OF ACTION OF BUENOS AIRES 2009
“FACING THE CRISIS WITH DEVELOPMENT, DECENT WORK,
AND SOCIAL PROTECTION”**

(Adopted at the Closing Session held on October 8, 2009 and
pending revision by the style committee)

1. WE, THE MINISTERS OF LABOR, GATHERED IN BUENOS AIRES, ARGENTINA, FROM OCTOBER 6 TO 8, 2009, ON THE OCCASION OF THE XVI INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR (IACML) OF THE ORGANIZATION OF AMERICAN STATES (OAS), undertake to implement the following Plan of Action to confront the current economic crisis from a perspective that combines development, decent and productive work and social protection, in order to attain integral development and economic growth with greater justice and equity in our hemisphere.

A. ORGANIZATION

2. The Chair *pro tempore* of the XVI IACML (Argentina) in collaboration with the former Chair (Trinidad and Tobago) and the future Chair (El Salvador), with the support of the Technical Secretariat of the OAS and in consultation with the representatives of the Trade Union Technical Advisory Council (COSATE), the Business Technical Advisory Committee on Labor Matters (CEATAL) and the Permanent Technical Committee on Labor Matters (COTPAL), will be responsible for promoting the implementation of the Plan of Action and for improving collaboration and coordination with key international institutions.

B. RESOURCES

3. Member States will devote the appropriate economic, technical and logistical resources to implement the Plan of Action with the participation of COSATE and CEATAL. In addition, the Chair *pro tempore* will invite the relevant regional and international organizations to make voluntary contributions to support activities and projects included in this Plan of Action, and to facilitate the participation of the said workers and employers organizations.

C. WORKING GROUPS

4. As described below, two Working Groups will be created, whose main objective will be to advise the IACML on the objectives of the Declaration of Buenos Aires. As such, the Groups will examine in greater depth the topics identified in this Plan of Action, facilitate exchange experience, provide pertinent information and studies, and follow-up on related hemispheric initiatives.

5. In determining their activities and approach to the issues identified in this Plan of Action, the Working Groups shall adhere to the Declaration of Buenos Aires, and the Final Reports of the Working Groups submitted to the XVI IACML shall be taken into account.

WORKING GROUP 1: “Decent work to face the global economic crisis with social justice for a fair globalization”

6. Working Group 1 will follow up on the Declaration of Buenos Aires from a policy perspective, giving particular attention to the responses of the Ministries of Labor to the current economic crisis. It will continue to build on the work of former Working Group 1 “Decent Work as an instrument for development and democracy in the context of globalization”.

7. Working Group 1 will address the following issues in follow-up to the Declaration of Buenos Aires and the Reports of the Working Groups:

- Articulation of economic, labor, education, environmental and social policy;
- Responses of governments and ministries of labor to the economic crisis and its impacts;
- Examine strategies to maintain employment developed by governments, workers and employers to mitigate the effects of the economic crisis;
- Policies, programs, and related developments concerning migrant workers;
- Youth employment strategies and initiatives;
- Strategies to combat child labor and eradicate its worst forms as enunciated by the Heads of State and Government at the Summit of the Americas;
- Gender mainstreaming in labor and employment policies;
- Support for micro, small, and medium-sized enterprises sustainability, and other productive units;
- Labor informality and unregistered work;
- Contributive and non-contributive social protection policies for the unemployed;
- Labor dimension of globalization, regional integration processes and free trade agreements;
- Policies to assist and incorporate vulnerable groups, as stated in paragraph 26 of the Declaration of Buenos Aires;
- Promote fundamental principles and rights at work and experiences of good practices in social dialogue;
- Forced labor and trafficking in persons;
- Income policies within the framework of social dialogue and collective bargaining.

WORKING GROUP 2: “Strengthening of the ministries of labor to promote decent work”

8. Working Group 2 will follow up on the Declaration of Buenos Aires with regard to matters concerning institutional capacity and will continue to build on the work of former Working Group 2 “Strengthening the capacities of Ministries of Labor to respond to the challenges of promoting Decent Work in the context of globalization”.

9. Working Group 2 will address the following issues in follow-up to the Declaration of Buenos Aires and the Reports of the Working Groups:

- Strengthen the management capacity of ministries of labor and strategic planning processes;
- Design and follow-up of national programs for creation of decent work;
- International cooperation on labor matters;
- Development, enforcement and promotion of labor laws;

- Labor market information systems;
- Public employment services;
- Professional, technical and technological training and certification of labor skills;
- Labor inspection;
- Occupational health and safety;
- Social dialogue.

D. DIRECTIVES FOR THE FUNCTIONING OF THE WORKING GROUPS

10. The Working Groups will be coordinated by the following Ministries of Labor, elected by this Conference, who can perform the functions assigned directly or through a representative:

Working Group 1: Ministers of Labor of United States (Chair), Brazil (Vice Chair), and Guyana (Vice Chair).

Working Group 2: Ministers of Labor of Dominican Republic (Chair), Mexico (Vice Chair), and Canada (Vice Chair).

11. Participation in Working Groups will be open to all Member States, as well as to COSATE and CEATAL. The Chair *pro tempore* will seek the means to ensure the active participation of all Member States and COSATE and CEATAL in the Working Groups. The General Secretariat of the OAS will be the Technical Secretariat for the Working Groups and relevant regional and international organizations will be called upon to provide support and assistance.

12. The Working Groups will receive the support of the Technical Secretariat of the OAS and shall meet at least twice before the XVII Inter-American Conference of Ministers of Labor. They should also decide on a timetable for the activities contained in this Plan of Action by February 2010, bearing in mind the complementary nature of their activities and based on the earlier experiences of the Working Groups.

E. INTER-AMERICAN NETWORK FOR LABOR ADMINISTRATION (RIAL)

13. The IACML renews its support and undertakes to strengthen the Inter-American Network for Labor Administration (RIAL, by its Spanish acronym), inasmuch as it constitutes a valuable mechanism for the institutional and technical strengthening of ministries of labor as well as for dissemination and exchange among countries of policies to mitigate the international crisis.

14. The IACML entrusts its officers (troika, chairs and vice chairs of the Working Groups) with reviewing the RIAL Operations Guide; exploring the most appropriate participation, decision, follow-up and evaluation mechanisms regarding the operation of the RIAL, including its Cooperation Fund; and preparing a proposal in this regard.

15. The RIAL will continue with its assigned activities, carry out those suggested in the Final Reports of Working Groups 1 and 2, and include such new areas as may be considered necessary in the framework of the Declaration and Plan of Action of the XVI IACML.

16. The Technical Secretariat will continue to coordinate the RIAL activities, following the priorities defined by the ministries of labor of the hemisphere at the XVI IACML and with the broadest participation of its members.

17. Member States will make every effort to ensure the effective operation of the RIAL, including making financial and technical contributions, and the Technical Secretariat will continue to explore possible sources of financing. Recognizing that this cooperation goes beyond financial assistance, mechanisms will be promoted for experience exchange, dialogue, intraregional cooperation, and technical assistance, among others.

18. Committed to strengthening the RIAL, member states will regularly provide information on their ongoing programs, including best practices, to the RIAL Portfolio of Programs. The Technical Secretariat will regularly update a database on programs in the Hemisphere as the basis for exchange and horizontal cooperation activities. In this effort, we request the Technical Secretariat to work in coordination with other international agencies.